



# WISE ACADEMIES UNIFORM POLICY

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## UNIFORM POLICY



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The Directors of WISE Academy in consultation with pupils, parents and the wider community has determined that the wearing of school uniform is vital for pupil development and the conduct of the school, promoting our high expectations for all.

## **Principles of the Academy policy:**

Academy uniform plays a valuable role in contributing to the ethos of a school and setting an appropriate tone.

The wearing of uniform can:

- encourage identity and support for the school and instill a sense of pride.
- support positive behaviour management and discipline
- protect children when off site and make them easily identifiable to staff.
- ensure pupils of all races and backgrounds feel welcome;
- protect children from social pressures to dress in a particular way;
- nurture cohesion and promote good relations between different groups of pupils.
- support effective teaching and learning.

## **CONSIDERATIONS IN DETERMINING WISE ACADEMY POLICY**

The Directors of WISE Academies have ensured that its school uniform policy is fair and reasonable. It has ensured that the uniform chosen is affordable and does not act as a barrier to parents when choosing a school. The Academy has regard to its obligations under the Human Rights Act 1998 and anti-discrimination legislation.

## **Considerations in determining the Academy policy:**

The Directors will consider:

- The concerns of any groups about the proposed policy, and whether the proposed policy amounts to an interference with the right to manifest a religion or belief, and whether it is discriminatory. The Academy will weigh up the concerns of different groups and it might not be practical to accommodate fully the concerns of all groups.
- The timeframe for introducing a new uniform policy or amending an existing



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one. Factors will include the length of time before the pupil leaves the Academy and whether expensive items are frequently purchased second hand, or passed on to siblings.

- A transitional period for phasing out the old uniform and introducing the new one.
- The cost and availability of non-standard sizes.
- The cost of including branded items and items in unusual colours/shades before insisting they must be worn, and continually reviewing the cost of these items.
- The points made by respondents, and the decisions taken in weighing up competing points of view.

### **Health and safety and safeguarding of children's welfare**

- For Health and Safety reasons we ask that children wear **plain black**, sensible, flat heeled shoes for school. Shoes should not have any logos. Sandals, trainers and boots are not suitable for wearing throughout the school day so indoor shoes are required to change into. In wet weather it is preferable that children have indoor and outdoor shoes. For the comfort of the child, in wet weather, if wellington boots are worn to come to school they must be changed into the normal black school shoes when in school.
- The Academy has a right to expect that long hair can be safely tied back for work in learning activities such as cookery, technology, art, physical education and any other situations where a risk assessment deems it to be placing individuals at risk.
- The Academy consider it is reasonable to ban pupils from wearing jewellery as it considers that this poses a risk of injury, or has the potential to place a pupil at increased risk of bullying and harassment.
- Directors have considered that a suitable watch may be worn throughout the day but must be removed in learning activities where it is deemed to be a health and safety risk [such as physical education].
- Promoting a strong, cohesive, school identity that supports high standards and a sense of identity among pupils: if some children look very different to their peers, this can inhibit integration, equality and cohesion; therefore the Directors have decided that the adopting of fashionable hair colour and styles is forbidden, which includes shaved patterns and extreme styles. Natural hair colour is only acceptable, the wearing of make-up and nail varnish is also



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forbidden.

- Protecting young people from external pressure to wear clothing they would not otherwise choose to adopt, protecting them from harassment, and from having to adopt dress codes associated with extreme or anti-social elements.

### **Learning beyond the classroom**

- The Academy needs to be able to identify individual pupils in order to maintain good order and identify intruders easily and therefore aspects of uniform must be worn for learning beyond the classroom eg a PE t-shirt and shorts for visits to sports facilities.

### **Policy variations**

It may be possible for many religious requirements to be met within our school uniform policy and the school will act reasonably in accommodating religious requirements and make a decision on every case at the time.

The Human Rights Act 1998 protects the right to 'manifest one's religion or beliefs'.

Various religions and beliefs require their adherents to conform to a particular dress code, or to otherwise outwardly manifest their belief. Some religions require adherents to wear or carry specific religious artefacts, others may hold a belief that they should not cut their hair, and a number of religions require their followers to dress modestly, for example, by wearing loose fitting clothing, or covering their head.

The Directors will consider any request that is made to vary the policy:

- to meet the needs of any individual pupil to accommodate their religion or belief;
- to meet the needs of an individual pupil because of temporary or permanent medical conditions. For example, pupils with some skin conditions may be unable to wear specific fabrics, and pupils with foot or leg injuries may be unable to wear school shoes.

It should be noted, however, that a pupil's face should not be obscured for any reason as this may inhibit the teacher from being able to judge their engagement with learning, and to secure their participation in discussions and practical activities, therefore this will not be acceptable.



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## **Publication of uniform requirements**

The Directors will publicise the uniform/appearance policy on school websites, in the school prospectus and in school rules. Rules on wearing Academy uniform will be included in the home school agreement. Pupils and parents/carers will receive information that makes them aware of the Academy's expectations before they are required to express a preference for our school, where the Academy has been contacted by the prospective parents.

## **Cost of Academy uniform**

Best Value will be a driving factor in decisions to appoint companies to supply uniforms to WISE Academies. From time to time an exercise will be undertaken to ensure that value for money is being achieved from the appointed uniform provider.

The Headteacher will consider any request, in confidence, from any parent for support with the purchase of school uniform.

## **Purchasing uniform**

High quality white polo shirts, jumpers, shorts, T-shirts, PE kit drawstring bags and reversible coats with the academy badge are available for you to order online via the academy website. The cost of the uniform is paid directly to the uniform supplier at the time of ordering. All items ordered have the child's name embroidered on.

## **Non-compliance with a school's uniform/appearance policy, and school rules**

The head teacher can discipline a pupil for breach of uniform/appearance policy. Where a pupil repeatedly refuses to comply with school uniform policy even if they do not otherwise display poor behaviour, we believe that exclusion could be an appropriate response, depending on the circumstances of the case.

The head teacher or a person authorised by the head teacher may ask a pupil to go home briefly to remedy a breach of the school's rules on appearance or uniform. On any occasion the pupil would have to be collected by an adult from school. This will be for no longer than is necessary to remedy the breach. This is not an exclusion, but an authorised absence. However, if the pupil continues to breach uniform rules in such a way as to be sent home to avoid school, or takes longer than is strictly necessary to effect the change, the pupil's absence may be counted as unauthorised absence. In *all* such cases parents must be notified and the absence should be recorded. When making this decision, the child's age, vulnerability, how easily and quickly the breach can be remedied, and the availability of the parent, will need to be considered. If the pupil then repeatedly infringes the school's rules on uniform or appearance, this may constitute a disciplinary offence and may be grounds for exclusion.



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Where a pupil is not adhering to school uniform policy, a school should be considerate and discreetly try to establish why not. There may be good reasons why a pupil is not attending school in the correct uniform. For example, their uniform may have been lost, stolen or damaged. Sending the pupil home or excluding them may not be appropriate in every case. If a pupil is not wearing the correct uniform because their parents are in financial difficulties, a school should be sensitive to the needs of the pupil. The Academy will give parents time to purchase the required items and/or consider whether a school or local authority clothing grant can be supplied. A pupil should not be made to feel uncomfortable, nor discriminated against, because their parents are unable to provide them with the required items of school uniform.

### **Personal Belongings**

Your child is encouraged to take responsibility for their personal belongings. **Everything** your child brings into school i.e. bags, clothes, books - should be clearly marked with your child's name. If you forget to label a child's possessions then we reserve the right to write a child's name on their property, to avoid spending unnecessary time, sorting out personal belongings during valuable school time.

We operate a lost property system which you are encouraged to call in and check. To keep this manageable, items will be kept for one term and then either discarded or given to charity if they are in good condition.

### **Equality and discrimination issues**

In formulating a uniform/appearance policy, the school has considered its obligations not to discriminate unlawfully on the grounds of sex, race, disability, sexual orientation and religion or belief.

### **Race equality policy**

The school has considered its uniform/appearance policy in the context of its race equality policy, and Single Equality Duty [2010] ; its obligation to promote equality of opportunity between pupils of different racial groups; and the requirement to assess the impact of school policies on pupils drawn from different racial groups.



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## Appendix 1

### Uniform at Town End Academy / Bexhill Academy / Hasting Hill Academy

#### School Uniform /Appearance

- Purple Jumper (with academy logo or plain)
- Purple Cardigan (with academy logo or plain)
- White polo shirt (with academy logo or plain)
- Black trousers or skirt
- Lilac check dress (Summer)
- Flat black, sensible shoes.
- Children may wear trainers for playtimes and when entering and exiting school. In wet weather children are encouraged to have both indoor and outdoor shoes.
- It is school policy that no patterns or dyed hair is permitted.

#### Academy P.E. Uniform

- Purple T-shirt (with academy logo on or plain)
- Black Shorts (with academy logo or plain)
- Gym shoes or trainers.

Logos on jumpers and T-shirts other than the school badge should not be worn.

Offensive logos or badges should not be worn on any clothing or on bags brought to school

It is essential that all children bring their PE clothes on their PE days. Parents / carers will be notified of these at the beginning of each school term. PE bags should be small so that they can fit in the child's drawer. All children are expected to join in the PE lesson. Exceptions are only made when a medical certificate or note is provided.



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### Appendix 2

#### Uniform at Welbeck Academy

- **Plain white** shirt/blouse, **plain red** or **plain white** polo shirt, preferably with school badge
- **Plain royal blue** sweatshirt, jumper or cardigan, preferably with school badge. School sweatshirts purchased before 2010, with the old school badge are no longer acceptable.
- **Plain grey** or **plain black** tracksuit bottoms, trousers, shorts, skirts, pinafores or salwar kameez. Tracksuit bottoms with stripes and matching hooded tops, jeans and clothing with patterns are not acceptable.
- **Summer Term** - girls may wear **blue & white** or **red & white** check dresses
- **Plain black footwear** - to help prevent accidents, particularly on the stairs, footwear must be suitable for the activities that children will take part in. For this reason, flip-flops, strappy sandals and shoes with platform soles or high heels must not be worn - these are potentially dangerous at school.
- PE lessons - **Plain white** t-shirt, preferably with school badge and **Plain royal blue** or **Black** shorts or **Plain black** or **plain navy** tracksuit bottoms and a school sweatshirt in cold weather. Vests, football/sports' tops and shorts, tops with slogans or logo/brand names are not acceptable. Plimsolls or trainers must also be worn

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